



## TITLE VI PROGRAM POLICY STATEMENT

As a provider of public transportation whose employees have extensive daily contact with the public, the Central Florida Regional Transportation Authority (LYNX), recognizes its responsibility to the community it serves and is committed to a policy of non-discrimination. It is LYNX' policy that we work to ensure non-discriminatory transportation in support of our service philosophy to enhance the lives of our customers daily with pride, passion, and performance, as well as, the organizational mission to link our community by providing quality mobility options with innovation, integrity, and teamwork.

Title VI of the Civil Rights Act of 1964, prohibits discrimination on the basis of race, color, or national origin in programs and activities receiving Federal financial assistance. Specifically, Title VI provides that "no person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance".

The Environmental Justice component of Title VI guarantees fair treatment for all people and allows LYNX to identify and address, as appropriate, disproportionate and adverse effects of its program, policies, and activities on minority and low-income populations, such as undertaking reasonable steps to ensure that Limited English Proficiency (LEP) persons have meaningful access to LYNX's programs, services and information.


### **The three fundamental Environmental Justice concepts are to:**

1. Avoid, minimize, or mitigate disproportionately high and adverse human health or environmental effects, including social and economic effects, on minority and low-income populations.
2. Ensure the full and fair participation by all potentially affected communities in the transportation decision-making process.
3. To prevent the denial of, reduction in, or significant delay in the receipt of benefits by minority and low-income populations.

Amber Johnson, DEI/Civil Rights Compliance Administrator, has been designated as the Civil Rights Officer responsible for civil rights compliance and monitoring to ensure non-discriminatory provision of transit services and programs. However, along with the Chief Executive Officer, all directors, managers, and their staff share in the responsibility for making LYNX' Title VI Program a success. Implementation of the Title VI Program is given the same priority as compliance with all other legal obligations incurred by LYNX in its financial assistance agreements with the U.S. Department of Transportation.

LYNX has disseminated this policy statement to the Board of Directors and all components of our organization. We have distributed this policy statement to all internal and external stakeholders that perform work for us on DOT-assisted and other LYNX's contracts through print and electronic means.

  
\_\_\_\_\_  
Tiffany Homler Hawkins, Chief Executive Officer

  
\_\_\_\_\_  
Date